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UCSF Newsbreak

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Campus reacts with dismay, disgust

Regents kill affirmative action programs

By ALLEN J. BALDERSON

Despite opposition from UC President Jack Peltason, all of his top administrators, each of the nine chancellors, the Academic Senate and all UC student governments, the Regents voted the evening of July 20 to end affirmative action on UC campuses as we now know it.

Spearheaded by Regent Ward Connerly and strongly backed by Governor Pete Wilson, the decision reversed 30 years of affirmative action and the preference programs based on race or gender that have been used to redress decades of discrimination in contracting and admissions.

The Regents' 12-hour debate was punctuated by a bomb threat and demonstrations, the latter forcing the Regents to retreat into another room in which to cast the final vote. Last ditch efforts by more moderate members of the board were not successful in keeping the insistent pro-Connerly/Wilson Regents from pushing the vote. Regent Roy Brophy at one point offered an amendment to the Connerly plan, which would have given the Regents another 16 months to make a decision after consulting with faculty on the matter. It was defeated.

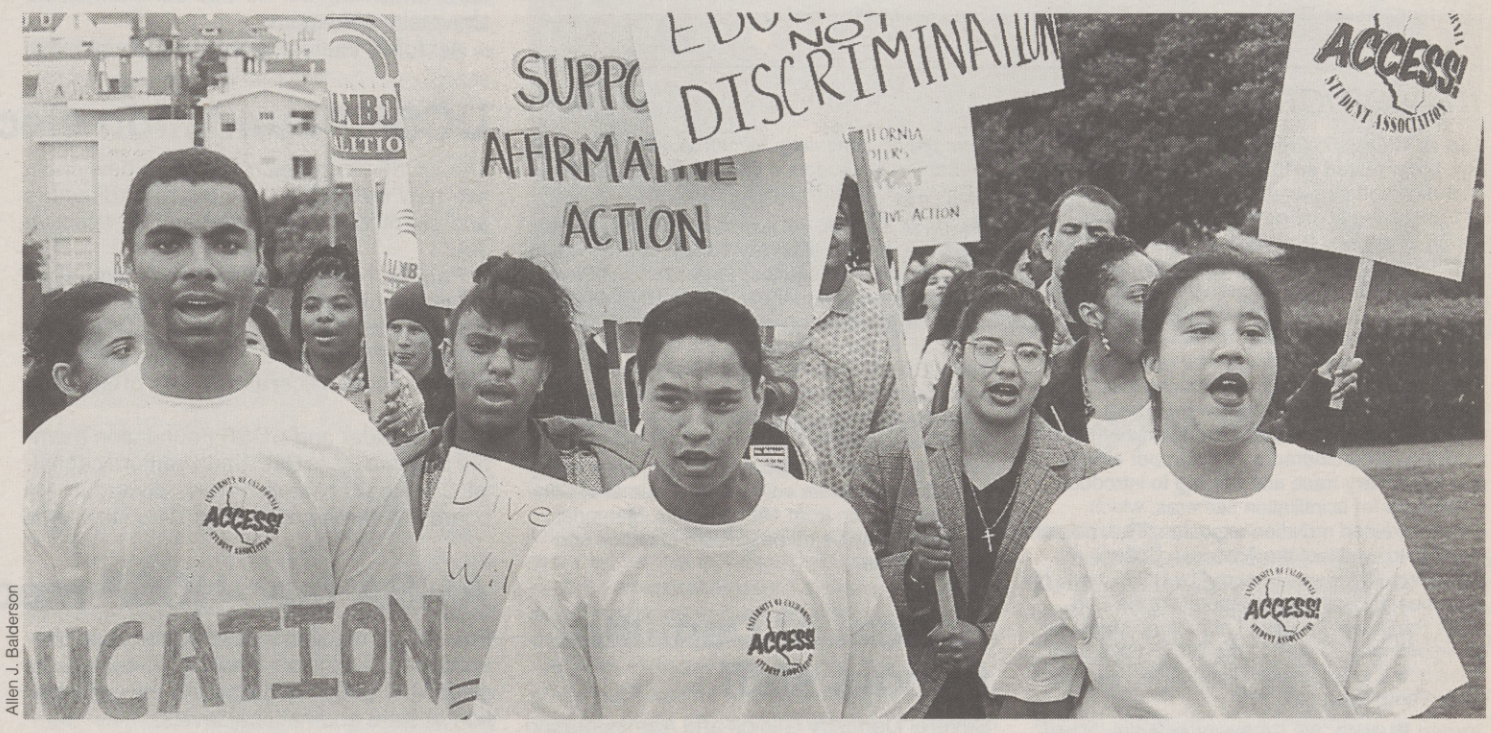
Throughout the day, a bitterly divided board heard impassioned speeches from such invited luminaries as former Speaker of the Assembly Willie Brown, State Senator Diane Watson and the Rev. Jesse Jackson denouncing the Connerly proposal. Other speakers supported the Connerly contention that affirmative action was itself discriminatory. Jackson argued that the University is moving further away from global inclusion, and that Jesus himself was an "at-risk" baby born in a stable to poor parents. "Rise above the politics today. Rise above the pain and keep the hope alive," he shouted.

Many speakers — including the 35 chosen by lot from the general public — who were in favor of affirmative action reflected on their own struggles with discrimination, echoing Haile Debas, dean of the UCSF School of Medicine, who said his success represented a personal triumph. "However, it would be both disingenuous and self-serving if I failed to recognize, and publicly acknowledge, that without the environment created by affirmative action, the doors would have been closed to me." He added, "The admissions policy at UCSF is not politically motivated. It has been very carefully developed, debated, modified and improved over the span of 30 years. An applicant's race or ethnicity, as well as socioeconomic status, regardless of race, are considered during the second screening of our eight-step admissions process."

Throughout the meeting many Regents expressed deep concern that UC's affirmative action policies were becoming a pawn in Governor Wilson's presidential campaign and that the University should remain above and apart from the politics of the moment. "Let's not blow this," said Regent Ralph Carmona. "We are going the route of the ballot box," referring to the expected ballot initiative on affirmative action in November 1996.

When asked at a press conference following the vote if diversity still can be achieved, President Peltason admitted, "It will be difficult." He said the University will have to double its efforts to prepare prospective students for UC and that outreach efforts will have more significance than ever. The effect on enrollment, as studies indicate, will be mainly at the Berkeley and UCLA campuses, where racial composition could change dramatically. Peltason added, however, "I want to remind you, that whatever your views on the matter, to keep in mind that our goal [for diversity] has not changed. The only thing that has changed is the means we can take to achieve our goal."

Nearly 700 protesters demonstrated throughout the day outside the Regents' meeting on the UCSF Laurel Heights grounds. Six, including the Rev.Cecil Williams of Glide Memorial Church, were arrested for blocking a driveway to the campus. By the time the final decision came around 8:30 p.m., at least 300 angry protesters remained and marched into the Western Addition neighborhood of the city. Led by Jesse Jackson, one of the leading opponents of Wilson's drive to scrap affirmative action programs, members of the crowd linked arms and sang, "We Shall Overcome," the anthem of the civil rights movement of the 60s. While many of the marchers vowed to be arrested in an act of civil disobedience as they sat down in the street, police refused to make any arrests. Jackson told the crowd that the Regents had not just run over students, they had run over the President of the University, the chancellors, the faculty and others.



Allen J. Balderson

What the policies do:

- Eliminate race-based hiring and contracting within the UC system by Jan. 1, 1996.
- Eliminate racial preferences in UC admissions by Jan. 1, 1997.
- Require the UC president to appoint a task force to design a program to reach underrepresented student groups with "new directions and increased funding."
- Direct the UC president and the Academic Senate to develop "supplemental criteria" for students disadvantaged because of economic background or social environment but who are academically eligible for admission.
- Increase the percentage of students admitted solely based on academic achievement from a range of 40 percent to 60 percent, to a range of 50 percent to 70 percent of the entering class.

The campus reacts

At UCSF, reactions to the decision ranged from dismay to disgust. A disappointed Haile

(See **AFFIRMATIVE ACTION** *on page 2)*

Nearly 4,700 requests per day

Tobacco firm papers now on-line

By ALLEN J. BALDERSON

Robin Chandler barely had enough time to get her feet wet in her new position as head of the library's Archives and Special Collections when her first big project came along — scanning 8,000 pages of controversial Brown & Williamson documents in order to place them on the Internet. B&W had failed in their legal attempts to block access to the documents, thus allowing UCSF to release them. The internal memos concern research conducted by the tobacco industry, which reveal that for more than 30 years B&W concealed evidence that nicotine is addictive and that tobacco smoke causes cancer.

Chandler was the manager for the project that scanned the papers and turned them into digital files. The scanning took a technician about 160 hours to complete. The library's systems' analysts then spent another 50 hours to mount the documents on the server. Chandler explains in the simplest of terms that when documents are scanned into the computer they become digital files that sit on a hard drive. The systems people, in this case led by Peter Brantley and Phoebe Couch, mount the documents on the server by writing programs (hypertext language) that construct links, which tie the scanned documents to the Web interface allowing them to be searched by any Internet surfer.

The library's statistics show that nearly 200 requests per hour are being made to the tobacco files since June 30, the date the data came on-line. "That's an average of almost 4,700 requests per day," says Chandler. People have looked at about 357.17 megabytes of information so far. "That's a lot of information," she says.

(See **TOBACCO** *on page 2)*

Allen J. Balderson

It was no ordinary Sunday walk

More than 450 people from UCSF joined 20,000 walkers at AIDS Walk San Francisco on Sunday, July 16, to help raise over $3 million, making it the largest Northern California AIDS fundraiser ever. The walkers — young and old, gay and straight, toddlers and students, professionals and clerks, homeowners and those just making their rent — made their way through Golden Gate Park to raise money for 30 Northern California AIDS organizations. UCSF was a co-chair of the event. Campus participation was organized by Public Service Programs.

Gazette

Honors & Awards

Kapila

Sunil Kapila, growth and development: Milo Hellman Award, American Association of Orthodontists.

Rachel L. Chin, surgery and emergency services, SFGH: Emergency Medicine Foundation Teaching Fellowship Scholarship Award, Society of Academic Emergency Medicine; Academic Excellence Award, Emergency Medicine Residents' Association.

Burton

Anita Burton, Committee on Human Research, Office of Research Affairs: Member, San Francisco Mental Health Board.

Ronald A. Dieckmann, pediatrics, medicine and emergency services, SFGH: Emergency Medicine Services Achievement Award, California Chapter of the American College of Emergency Physicians.

In Memoriam

Earl R. Miller, 87: Professor emeritus of radiology, Miller retired in 1974, but continued to conduct research for many years. He came to UCSF in 1938, rising to the rank of professor and chair during World War II, when then chair Robert S. Stone served as chief medical officer of the Manhattan Project. Miller, who ran the Radiation Safety and Health Physics Section of the Manhattan District in Berkeley, became vice chair of radiology and chief of diagnostic radiology when Stone returned from the war. Among Miller's major contributions to radiology were introducing angiocardiography as a clinical examination, studying cineradiography of the upper airway and the urinary tract, and helping to introduce collimators for scintillation cameras, which greatly reduced radiation exposure. The recipient of the gold medal of the American College of Radiology, Miller was honored by UCSF upon his retirement by naming his laboratory the Earl Miller Radiologic Imaging Laboratory. Memorial donations may be sent to the UCSF Radiology Research and Education Foundation, Attn: Earl Miller Fund, Box 0628.

Jurgen Ruesch, 85: Professor emeritus of psychiatry, Ruesch retired as a professor in 1977, but continued to maintain a private practice. Coming to UCSF in 1943 to head a research study on head injuries at the newly opened Langley Porter Psychiatric Institute (LPPI), he later became one of the first to conclude that stress can lead to psychosomatic illness as well as heart, gastrointestinal and circulatory diseases. In addition to co-authoring two groundbreaking works on communication during the 1950s, Ruesch's research showed that intensive, short-term therapy for psychiatric patients seemed to avert long hospitalizations. Ruesch was outspoken about the rush for medical research dollars subverting universities and turning doctors away from the art of healing. Memorial donations may be sent to the Audobon Canyon Ranch, 4900 Hiighway 1, Stinson Beach, Calif., 94970.

Martin G. Cogan, 46: A professor in residence, medicine, and chief of nephrology, VAMC, Cogan specialized in the structure and function of the kidneys. He came to the VAMC in 1976 as a clinical fellow and received a research fellowship at UCSF in 1977. Elected to Phi Beta Kappa in 1970, Cogan recieved major awards in his field, culminating in the Young Investigator Award in 1988 from the American Society of Nephrology and the American Heart Association. He published and edited textbooks on nephrology and served as associate editor of the Journal of Clinical Investigation from 1987 to 1993. Memorial donations may be made to AIDS charities and organizations.

School of Dentistry honors staff

Several Dentistry Clinics and Administration staff received outstanding employee awards at a staff development and appreciation morning held at the end of June. Staff members were chosen for their good attendance records, exemplary work performance and participation in school, campus or community service activities.

Those honored were Michael DeAlba, Dennis DeCastro, Pat Dela Rocha, Poli Dori, Shirley Huie, Josefa Levesque, Teresita Montalvo, Kim Moschetti, Cory Price, Debra Robinson, Alicia Salangsang, Ruth Saldana, Rachel Simmons, Sharon Solorio, Bettie Taylor, Esperanza Urista, Georzette Walker, Mary Walsh and LiQin Zhou.

Ashford wins National Medical Fellowship

Ashford

Rowell Ashford, a fourth-year medical student, has been named to the 1995 Fellowship Program in Academic Medicine by National Medical Fellowships Inc. The award allows him to carry on his research on gene therapy to treat gynecological cancers, which he will do this summer at the University of Alabama.

Ashford's interest in ob/gyn and academic medicine grew out of the work of his father, an obstetrician. "Research on female health has not received much attention in the past, but I think interest is growing with the increased focus on women's issues," Ashford says.

Performing research since the summer after his sophomore year at Arizona State, Ashford has continued to pursue his research interests at UCSF. He first worked with Robert Jaffe, chair, Ob/Gyn & Reproductive Sciences, on the role of epidermal growth factor in the development of the fetal adrenal gland. He then was awarded funding to work with C. Bethan Powell, assistant professor, Ob/Gyn & Reproductive Sciences, on the effect of taxol on natural cytotoxic cell activity.

UCSF Foundation elects officers, members

The UCSF Foundation elected a new chair, two new members of its board of directors and six others to its membership, effective July 1.

Paul E. Freiman, former chair and chief executive officer of Syntex Corporation, was elected chair for a one-year term, replacing outgoing chair David Chamberlain, president, chief executive officer and director of Genesco Inc.

Civic leader and UCSF Foundation member Barbara Bass Bakar and venture capitalist C. Richard Kramlich were elected to the board for three-year terms. Kramlich is a newly elected member of the foundation.

The other new foundation members are: Gerson Bakar, owner and chair of the board of directors of Gerson Bakar and Associates; Margaret Duckhorn, vice president of marketing for Duckhorn Vineyards and alumna of the UCSF School of Nursing; Ko-Myong Lieu, a private practice physician in San Francisco; Danielle Walker, founder of the California Culinary Academy; Ralph Wallerstein Sr., UCSF clinical professor emeritus of medicine and laboratory medicine; and Henry Wheeler, president of Park Water Company in Los Angeles and Maritime Outfitters Inc.

AMSA taps UCSF medical students

Four UCSF medical students have been chosen by the American Medical Student Association (AMSA) to participate in the organization at state and national levels.

Second-year student Ateev Mehrota and Neva Phair, a third-year student, were selected to participate in the 1995 Washington Health Policy Fellowship Program, which is designed to introduce physicians-in-training leaders to the national health policy process, current topics in health policy and their roles as public health advocates.

Christopher Behrens, a fourth-year student, is participating in AMSA's California State Health Policy Fellowship Program, which serves the same purpose as the Washington program, but at the state level.

Jane Deng, a third-year student, was elected national co-coordinator of AMSA's Standing Committee on Legislative Affairs. She will be responsible for managing the programs and activities of the committee, in addition to numerous other duties.

AMSA is the oldest and largest independent medical student orgranization in the country, developed and governed by physicians-in-training.

Tobacco *(from page 1)*

Chandler, who also developed the Web home pages for the tobacco control archives and the B&W collection index with the help of librarian Brian Warling, says the library also built in a system whereby people on the Web who are accessing the tobacco documents can give UCSF direct feedback by sending an e-mail. "The responses have been from 'great work' to a few crank calls about how dare we release stolen documents," says Chandler.

The tobacco information UCSF now has on the Web ranges from the mundane — thousands and thousands of dull documents, to the unbelievable — an internal document which states an offer of up to a whopping $200 million to filmmaker Francis Ford Coppola to promote Marlboro cigarettes in his film "Apocalypse Now." Another is a letter to actor Sylvester Stalone offering him hundreds of thousands of dollars to promote cigarette smoking in his films. It seems that an agreement eventually was reached in 1983 where Stallone got $1/2 million to use cigarettes in five of his movies.

The movie memos are interesting because they're sensational and involve Hollywood. "But, what is very sobering," says Chandler, "is that decisions are being made that affect you as a consumer. It makes you ask more questions, like 'Who is promoting the advertising here?' There is a lot of money out there being spent by the tobacco industry."

UCSF researchers, led by Stanton A. Glantz, reported in a series of five articles in the July 19 edition of the Journal of The American Medical Association, that the documents show the tobacco industry's contradictory private and public statements concerning nicotine addiction.

For example, a 1963 report describing the results of contract research conducted for B&W's parent company BAT Industries by the Battelle Memorial Institute of Geneva, Switzerland, states, "There is increasing evidence that nicotine is the key factor in controlling, through the central nervous system, a number of beneficial effects of tobacco smoke, including action in the presence of stress situations. In addition, the alkaloid (nicotine) appears to be intimately connected with the phenomena of tobacco habituation (tolerance) and/or addiction." This is followed by an internal document that same year by Brown & Williamson vice president and general counsel Addison Yeaman which flatly states that nicotine is addictive. "We are, then, in the business of selling nicotine, an addictive drug effective in the release of stress mechanisms," he wrote.

The original 1964 US Surgeon General's report, in contrast, stated, "The tobacco habit should be characterized as an habituation rather than as an addiction." The Surgeon General did not conclude that nicotine is addictive until 1988. Brown and Williamson and BAT never provided the Surgeon General's office with the results of the private research efforts described in the documents analyzed for the JAMA articles.

At this writing, the FDA had just concluded for the first time that nicotine is a drug that should be regulated. However, given the Republican Congress' opposition to new restraints on smoking, the FDA is not using its authority to act on its own, but instead has kicked it up to the President.

If you don't have access to the Web on your computer or don't have the time to go to the library to scan thousands of pages, the library soon will be producing a "tobacco CD" to give people another means to access the files. "The CD won't make us any money, says Chandler. "We're just trying to recoup the cost of scanning the documents."

The Web address for the tobacco papers is: http://www/library.ucsf.edu/tobacco.

Bill Gordon contributed to this report.

Affirmative Action *(from page 1)*

Debas, who had argued that if affirmative action was dismantled, the board would be acting in "defiance and utter disregard of the entire University," says the decision seems to have been made before any of the discussions took place. "This was all an outrage." The Regents acted without looking at the real data, he contends, and choosing instead to play a game of "political football." The future role of the Regents, how they make decisions, and the mechanisms by which the Regents are selected will be questioned.

Debas, however, did caution against overreacting. "We do have to obey the Regents, but the changes affecting admissions will not take effect until 1997." There will be time for reflection, he says. It also will take time to determine the political fallout.

Daniel Lowenstein, co-chair of Chancellor Martin's Steering committee on Diversity, watched the meeting on monitors at Parnassus. "This was the most blatant, politicized issue I've witnessed since the Vietnam debacle," he says. Deeply saddened by what he considers such an obvious political spectacle, Lowenstein says the decision may actually raise the consciousness on campuses to the importance of diversity. "I don't feel undeterred at all in continuing efforts to diversify this campus," Lowenstein says.

Theresa Gamble, a graduate student in biophysics, was one of the students who addressed the Regents at a forum the day before the Regents' meeting. Her reaction was more of disgust than surprise. "I was not surprised by the outcome, considering what a circus it was on both Wednesday and Thursday." She agrees that the Connerly/Wilson backers, as well as those in opposition, had made their decisions long before they heard any of the presentations. In terms of the decision's impact, she believes that the largest will be on the undergraduate programs, "but it will be just a matter of time before it is felt on the graduate level."

John Watson was equally dismayed saying, "This is one sorry day." A professor of biochemistry, Watson for a long time has been recruiting minorities into the sciences. While not at all surprised by the decision, he says it just reconfirms and repeats a bitter history. "Another barrier has been thrown in the way." The battleground is different now than it was in the 60s or 70s, he says. "It's bigger than race and gender issues. It's a class battle against people who have gobbled up power."

Andy Evangelista contributed to this report.

UCSF Newsbreak

(ISSN0891-6063) Volume 10, Number 13, July 22-August 25, 1995. Published by the University of California, 3333 California Street, Suite 103, San Francisco, CA, 94143-0462, 21 issues per year — biweekly, except monthly June, July, August and December. Second-class postage paid at San Francisco, CA. POSTMASTER: Send address changes to UCSF Newsbreak, Public Affairs, University of California, San Francisco, Laurel Heights, 3333 California Street, Suite 103, San Francisco 94143-0462.

Deadline for the next issue, which will cover August 26-September 22 (four weeks), will be on **Tuesday, August 15, at 11 a.m.** Please send campus news copy to Allen Balderson (476-3163 or allen_balderson@quickmail.ucsf.edu), Medical Center news to Lisa Cisneros (476-3256 or lisa_cisneros@quickmail.ucsf.edu), and calendar and gazette items to Michele Firpo (476-3257 or michele_firpo@quickmail.ucsf.edu), all at Box 0462; fax 476-3541. Last-minute copy may be taken over the telephone by calling the above telephone numbers. The University of California is an affirmative action/equal opportunity employer. UCSF fully ascribes to the Americans with Disabilities Act. If at any time, you feel you have a need to view this communication in an alternate format, please contact Allen Balderson at 476-3163 with your suggestions.

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HIV testing and screening ... the controversy continues

By ALLEN J. BALDERSON

When the AIDS epidemic first began 15 years ago, HIV testing and screening were used primarily to ensure a safe US blood supply. Today, they serve as a therapeutic source of information for those infected; people who test positive can seek early treatment and learn how not to infect others.

As we enter the second decade of the pandemic, testing, screening and prevention programs continue to spark controversy and condemnation. While most experts widely agree that people should know their HIV status, the stigma associated with this knowledge persists, largely because of the discrimination the diagnosis engenders. HIV patients have been denied insurance and other benefits, housing, and employment.

The purpose and scope of HIV testing remain among the most controversial issues. Should a home HIV testing kit be available? Who would use it? Is HIV prevention working? Should there be mandatory testing?

These were some of the questions debated by representatives from UCSF's Center for AIDS Prevention Studies (CAPS) and the Henry J. Kaiser Family Foundation at a media forum on HIV testing and screening in late June.

CAPS researcher Jeff Stryker spoke as an advocate for the controversial HIV home testing kits now awaiting approval from the FDA.

Stryker

The controversy stems from the telephone counseling that will be available to home test kit customers. Opponents feel it is too impersonal, given the emotional issues involved. Yet for others, the very remoteness of the telephone is attractive. Opponents also have expressed concerns of increased suicide risk for recipients of HIV test results at home who are inadequately counseled. "However, there is no systematic evidence that this is the case," Stryker said. People are more prone to be suicidal while displaying HIV symptoms.

In addition, Stryker said that nearly one-third of those now tested in clinics and doctors' offices already get the results over the telephone or by mail.

The FDA seems to be "slouching" towards approval, said Stryker, and will probably make the kits available by the end of the year in states that do not require face-to-face counseling for HIV testing.

Kathryn A. Phillips, also a CAPS researcher at the forum, has found that a significant number of people would indeed use such a home test. "People are concerned that just the worried well will use it, or that it is just another way for the drug companies to make big bucks," she said. But, facts from her study show that a large percentage of the population would use it, and those most likely to are those with high HIV risk factors, male, young, African American, Hispanic, those with less than a high school education, and an income below poverty level.

Phillips

Both an essay by Stryker on the home tests and Phillips' study are published in a recent issue of the New England Journal of Medicine.

What is testing's role in HIV prevention? Testing, of course, is not the same as prevention — something that, as Tom Coates, CAPS director, reminded the group, still depends on an individual's sense of responsibility. Yet, there is a synergy between prevention and testing that cannot be ignored. More than 65 percent of gay and bisexual men in this country have been tested for HIV, for example, and those who are infected are more likely to use condoms, according to Coates. Studies show those injection drug users who test positive are 50 percent more likely not to share needles and 25 percent more likely to use condoms.

Despite these statistics, HIV prevention is sorely lacking in the clinical care setting, said Coates. "Not enough physicians are talking about HIV. And very few are talking to HIV positive people about their responsibilities."

The groups now contracting AIDS in greater numbers are women and children. The first week of July, federal health officials issued national guidelines urging physicians and clinics for the first time to offer routine AIDS voluntary testing and counseling to all pregnant women in the US. The guidelines say that women who test positive for HIV should be treated promptly with AZT, and their newborns also given the drug during their first six weeks of life.

Expectant mothers also have drawn the attention of Congress. According to Arthur Amman, former UCSF professor of pediatrics, now director of the Pediatric AIDS Foundation, Congress distrusts what the medical community is capable of achieving. "It wants mandatory testing of pregnant women as a safety net, but this will only take money away from needed care. We need voluntary testing, good counseling and good follow-up care," he said. "We can save 1,500 lives per year if we conduct prenatal testing and women agree to take AZT."

Eileen Hansen of the AIDS Legal Referral Panel and Women's AIDS Network agreed. "This country does not require mandatory testing for any other people with any other disease. It should be mandatory that physicians offer the test, but voluntary that mothers take it."

Allen J. Balderson

The researcher/reggae music man takes to the stage.

Cosmo Fraser — the "Reggae Music Man"

By ALLEN J. BALDERSON

UCSF researcher Cosmo Fraser has rediscovered his voice. And with it his true passion — to be a reggae singer. An associate professor of medicine and an attending physician at the VAMC, Fraser three years ago celebrated his 40th birthday. He hired a band for the party, but it was he who eventually took center stage, and in so doing shocked his friends with his soulful tones.

But from the days Fraser as a child sang on his grandmother's front porch in Jamaica, he always knew he had it in him. And today at the age of 43, he not only is a renowned kidney and brain researcher, but the lead singer of, and main song writer for, a six-piece reggae band with a debut CD titled "COSMO, Reggae Music Man."

Knowing you have a good voice and deciding to use it are two different things. As a teenager, Fraser became a promising reggae singer in the Negril Beach area of Jamaica, winning several amateur and professional talent contests. On the flip side, he also wanted to be a mathematician. So he compromised by studying electrical engineering and computer science at Columbia, while spending his evenings singing at many of the 70s hot spots in New York City, including the Peppermint Lounge, birthplace of the twist.

While at Columbia, Fraser also met people who were in premed, in particular his girlfriend at the time, who peaked his interest in medicine.

Decision time came in 1975 upon graduation from Columbia. He felt he had three options — to be a singer, pursue a PhD in engineering or go to medical school. He decided to stay with academics and chose medicine over math and engineering.

He came to UCSF as a postdoc in 1982 where his engineering problem-solving skills have paid off in the scientific arena. He and researcher Allen Arieff are two of the world's experts on hyponatremia — low blood sodium — a deadly syndrome occuring in post-surgical women.

Fraser currently is on sabbatical in the laboratory of Ira Goldfine of Mount Zion pursuing an interest in gerontology by studying alternative mechanisms of signal transduction in the brain.

Most of his medical colleagues give Fraser the thumbs up when they learn of his second career. "They are surprised initially that I can sing, that I have a real band and a real record, but afterwards they are very supportive."

Surprise, in fact, was the inspiration for the title cut of the album, a humorous account of his parent's reaction to him joining a reggae band. It goes:

When papa got the news/Said son, what did you use/What you trying to do?/Long years in school/Long time in a practice/What you trying to do?/When mama heard the news/Said what! A reggae band!/What you trying to do?/Got dreadlocks on your head/And bangles up your nose/What you trying to do?"

While heavily involved in his medical career, Fraser still had an aching in his heart to sing the music of his homeland. He credits his wife, Judith, a nurse at Children's Hospital in San Francisco, for encouraging him to pursue a singing career. "She told me, 'You have to do it. You can't let it pass.'"

But can Fraser keep up the pace of a top notch scientist and a budding star, not to mention the demands of having three sons — 13-year- old twins and a seven-year-old? "It's a good mixture right now. It keeps my mind going all the time," says Fraser. "When I'm at work, I'm focused on my research. When I'm at home, my children and wife are my life. But, when I'm on stage, I'm doing something that is a true passion."

COSMO also includes 1984 Bammie Awards finalist Abdul Waahid, a percussionist who works for building management at the VAMC where he goes by Elvis Jones. The group has been doing a number of gigs in the Bay Area, and will be performing on Saturday, July 29, at the Corte Madera Recreation Center, part of a benefit for the Marin Child Abuse Prevention Program and the Mayflower Soccer League, and on Friday, Aug. 25, at Caribbean Gardens in Burlingame. The CD can be found in a variety of Bay Area music stores, plus Millberry's gift solarium across from the Plaza Grill.

Hope Technology makes a long-term commitment to SFGH AIDS Ward

Allen J. Balderson

Paul Volberding uses the oto/ophthalmoscope on Laverne Gray of San Francisco.

The Hope Technology Group, a nonprofit organization involved in community outreach and service, has developed an ongoing relationship with the SFGH AIDS Ward.

It all began not too long ago when Paul Volberding, director of AIDS programs at SFGH, gave a talk about HIV to members of the San Francisco Church of Christ, of which Hope is a part. The congregation was so moved they decided to do something charitable for the ward on an ongoing basis.

Members of Hope began by first donating much-needed instruments — called oto/ophthalmoscopes — to test the eyes and ears of patients. They then refurbished the waiting room, and soon plan to make-over another lounge, a counseling room, and maybe a few examination rooms, says Jeanne Fisichella, a nurse at California Pacific Medical Center and a member of the Hope group.

Hope's dedication to the SFGH project goes beyond fixing up rooms and donating equipment. They soon will be giving free lunches to patients every Wednesday.

Graduate Division commencement missing

In the last issue of Newsbreak, you may have gotten the impression that the Graduate Division neglected to have a commencement this year. In our graduation roundup, we listed all four schools, plus the Department of Psychiatry, but neglected, much to our chagrin, the Graduate Division.

The Graduate Division actually held the first graduation of the season the morning of May 26. Over the past academic year, which includes summer '94, fall '94, winter '95 and spring '95, about 320 students have received Master of Arts, Master of Science (including Nursing), Master of Physical Therapy, and Doctor of Philosophy degrees from the Graduate Division. Out of those attending the commencement this past spring, two received Masters of Science in Oral Biology, 32 received Masters in Physical Therapy, and 29 received Doctors in Philosophy.

Established in 1961, the Graduate Division has grown to 18 degree programs and more than 1,000 students. Several of the programs are unique within the UC System, offering a masters and/or a PhD in anatomy, history of the health sciences, medical anthropology, medical sociology, oral biology, pharmaceutical chemistry and physical therapy.

Meanwhile, the Graduate Division is preparing another ceremony on Wednesday, July 26, to award Lei Jin, a pharmaceutical chemistry graduate, with this year's Julius R. Krevans Distinguished Dissertation Award for his work on "Mutational Analysis of Antibody-antigen Interactions." A full story will follow in the next issue of Newsbreak.

Today/Tomorrow

22 Saturday

STROKE PREVENTION PROGRAM

A free program on stroke and stroke prevention. Sponsored by UCSF Stroke Service & UCSF/MZ Center on Aging. 8:30 a.m.-12:30 p.m. Med. Sci. lobby. Call 750-4109 for information and reservations.*

WOMEN'S RESOURCE CENTER PRESENTATION: *Suffering and Delight: Stress Reduction Through Meditation.* Darlene Cohen, author, helps participants learn and apply meditation techniques to deal with pain and stress. $30-$40. 10 a.m.-1:30 p.m. C 130. Call 476-5222.*

25 Tuesday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

HEALING & JUDAISM

(See item in Upcoming Events on page 5.)

WELCOME TO OUTDOORS UNLIMITED PRESENTATION: (See item in Upcoming Events on page 5.)*

26 Wednesday

STRESS MANAGEMENT WORKSHOP

(See item in Upcoming Events on page 5.)

BROWN BAG LECTURE SERIES: *How to Create the Life You Want.* Caterina Rondo, PowerDynamics, recharges, rejuvenates and teaches how to achieve success. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

27 Thursday

TAY-SACHS SCREENING: Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. Suite 810, 350 Parnassus. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

28 Friday

ARTS & PERFORMANCES' COLE HALL CINEMA CHILDREN'S SUMMER FILM FESTIVAL: *Snow White & the Seven Dwarfs.* Children under 14 $2; UCSF students & MU members $2.50; students, seniors & UCSF employees $3; general $3.50. Grandparents attend free when accompanied by grandchildren. Cole Hall. 10:30 a.m. & 6:30 p.m. Call 476-2542.*

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Qigong for Health & Healing.* Effie Chow, author. N 721. Noon. Call 330-5353.*

2 Wednesday

BROWN BAG LECTURE SERIES: (See item in Upcoming Events on page 5.)

THE NEXT DEADLINE

Tues., Aug. 15, 1995 is the deadline for items to be listed in the next calendar, which covers **Aug. 26-Sept. 22, 1995** (four weeks). Complete information must be received in our office in writing by 11 a.m. on that Tuesday. Mail your copy to Michele Firpo at Box 0462, e-mail it to michele_firpo@quickmail.ucsf.edu, send a fax to 476-3541, bring it to UCSF/Laurel Heights, 3333 California St., Suite 103 or call 476-3257. To submit articles for Newsbreak, e-mail information to Allen Balderson at allen_balderson@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3163. To submit articles for Medsounds or page 6, e-mail them to Lisa Cisneros at lisa_cisneros@quickmail.ucsf.edu, fax it to 476-3541 or call 476-3256.

3 Thursday

PARNASSUS PLAYERS PERFORMANCE

(See item in Fun Zone on page 6.)

4 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Death as Healer, Death as Cure.* Phillip Scott explains how to harness the healing powers of the Shaman to aid the dying. N 721. Noon. Call 330-5353. (See workshops on Mon., Aug. 14 & Wed., Aug. 16.)*

8 Tuesday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

9 Wednesday

BROWN BAG LECTURE SERIES: *Voice Disorders: The Sound of Trouble.* Steven Sloan, Oto. & Head & Neck Surg., discusses how the voice is produced and explains common voice disorders, plus their evaluation and treatment. Sponsored by Public Service Programs. HSW 300. Noon-1 p.m. Call 476-4394.*

11 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Feng Shui & Health.* Alice Brydges explains how to use Feng Shui to support the healing process. N 721. Noon. Call 330-5353.

12 Saturday

WOMEN'S RESOURCE CENTER WORKSHOP: *Basic Auto Repair.* Women Empowering Women tradespeople offer hands-on experience in how to work on your own car. $45-$60. Entrade, 2830 Ninth St., Berkeley. 9 a.m.-4 p.m. Call 476-5222 to pre-register.*

CHILD CARE CENTER CLEAN-UP

(See item in Upcoming Events on page 5.)

WOMEN'S RESOURCE CENTER WORKSHOP: (See item in Upcoming Events on page 5.)

14 Monday

UCSF MEDICAL GROUP/SENIORITY PLUS SENIOR LECTURE SERIES: (See item in Upcoming Events on page 5.)

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *The Shaman's Journey.* Phillip Scott explores shamanism, an ancient path to wisdom, to learn and partake of the medicine of the shaman's realm. $100. 6:30-9:30 p.m. Call 479-5002 for location. (Additional workshop on Wed., Aug.16.)*

*Open to the public.

15 Tuesday

UCSF/MOUNT ZION BROWN BAG LECTURE SERIES: *Eye Surgery in the Jungles of Guatemala.* Lee Schwartz & James Knapp, Oph, give a pictoral view of advanced eye surgery performed by UCSF/MZ staff to help a group of Guatemalans. Sponsored by Public Service Prog. Herbst Hall, UCSF/MZ. Noon. Call 476-4394.*

16 Wednesday

BROWN BAG LECTURE SERIES: *Calming Down in a Stressed-Out World.* Barton J. Sparagon, Meyer Friedman Inst., explains the impact of anger and impatience on our hearts and minds and teaches ways to cope. Sponsored by Public Service Prog. HSW 300. Noon-1 p.m. Call 476-4394.*

GREAT EXPECTATIONS PROGRAMS FOR PARENTS FILM SERIES: *Birth Alternatives: Adapting Home Birth Methods to Hospital Birth.* Video presentation of "Families Beginning Together" and discussion about labor support, comfort measures and non-pharmacologic pain management. A 326. 7-8:30 p.m. Call 476-6667.*

INSTITUTE OF HEALING ARTS & SCIENCES WORKSHOP: *The Shaman's Journey.* Phillip Scott explores shamanism, an ancient path to wisdom, to learn and partake of the medicine of the shaman's realm. $100. 6:30-9:30 p.m. Call 479-5002 for location.*

17 Thursday

HAMILTON LECTURE

Is COPD an Occupational Disease? Airway Disease in the Dusty Trades. Margaret R. Becklake, Epid. & Biostat., McGill U, Montreal. Alice Hamilton Lecture in Occupational Medicine sponsored by Dept. Med. Toland Hall. 8 a.m.

MISSION CENTER BROWN BAG LECTURE SERIES: *How to Create the Life You Want.* Caterina Rando, PowerDynamics, recharges, rejuvenates and teaches strategies for achieving success. Sponsored by Public Service Prog. Rm. 125, Mission Center Bldg., 1855 Folsom. Noon. Call 476-4394 for information.*

STICKING WITH EXERCISE

(See item in Upcoming Events on page 5.)

18 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Being Your Own Psychic.* Gay Van Horn helps you experience the healing power of innate psychic sensitivity. N 721. Noon. Call 330-5353.*

22 Tuesday

NEW EMPLOYEE ORIENTATION: S 214. 8:30-10:30 a.m. Call Lenard Florendo at 476-1073 to schedule.

23 Wednesday

BROWN BAG LECTURE SERIES: (See item in Upcoming Events on page 5.)

24 Thursday

TAY-SACHS SCREENING: Tay-Sachs screening for pregnant couples. Sponsored by the Reproductive Genetics Clinic and part of the California Tay-Sachs Disease Prevention Program. Suite 810, 350 Parnassus. Opens 9 a.m. Call 476-4080 for an appointment and more information.*

25 Friday

INSTITUTE OF HEALING ARTS & SCIENCES PRESENTATION: *Zen Healing Massage Therapy.* Christopher Adamo offers a method of exploring the mind/body/spirit connection through massage therapy. N 721. Noon. Call 330-5353.*

CONTINUING EDUCATION

DENTISTRY

For information and registration call 476-1101.

Endodontics/Prosthodontics: Working Together Toward the 21st Century. UCSF/Laurel Heights. July 28-29.

Solving Clinical Problems for the Partially Edentulous Patient: Update 1995. UCSF. Sept. 22.

Management of Endodontic Mishaps. UCSF. Sept. 29.

Tobacco Use Prevention & Cessation: The Role of Dental Professionals. UCSF. Sept. 30.

Dos & Don'ts in Periodontal Treatment. UCSF. Oct. 14.

Update Oral Cancer & Premalignant Lesions: Problems & Solutions in Diagnosis & Treatment. UCSF. Oct. 21.

Restoring Teeth: Guidelines for the Year 2000. UCSF. Oct. 28.

Oral Health Products for Home Use: What Should You Recommend? UCSF. Nov. 4.

Cleft Palate Care for the '90s. UCSF Laurel Heights. Nov. 11.

MEDICINE

For program information call 476-4251. To register call 476-5808 unless otherwise noted.

Critical Care Cardiology. Ritz-Carlton, SF. Aug. 10-12.

Sixteenth Annual Comprehensive Fine Needle Biopsy Course. Ritz-Carlton, SF. Aug. 12-19.

Essentials of Primary Care: A Core Curriculum for Practice in the Managed Care Era. Squaw Creek, North Lake Tahoe. Aug. 20-25.

Clinical Care of the AIDS Patient: Summer Symposium. Sun Valley, Idaho. Aug. 24-29.

Fourth Regional Symposium on the Design and Methods of Clinical Trials. San Francisco. Sept. 14-15.

Third International Symposium on Cutaneous Fungal, Bacterial & Viral Infection & Therapy. Hyatt Regency, SF. Sept. 14-17.

Musculoskeletal Problems in Primary Care. Cathedral Hill Hotel, SF. Sept. 22-23. Call 476-5250.

Gastroenterology: Advances in Diagnosis and Management. ANA Hotel, SF. Sept. 29-Oct. 1.

Tenth Annual Primary Care Medicine: Principles & Practice. Ritz-Carlton, SF. Oct. 11-13.

Occupational & Environmental Medicine V. Miyako Hotel, SF. Oct. 23-27.

Update in Electrocardiography & Arrhythmias. ANA Hotel, SF. Oct. 28.

Forty-first Annual Group Therapy Symposium: Focus on the Power of Group. Mark Hopkins Hotel, SF. Nov. 3-5.

Occupational & Environmental Medicine I. Miyako Hotel, SF. Jan. 29-Feb. 2, 1996.

RAPE PREVENTION

Classes, workshops & support groups sponsored by UCSF Rape Prevention Program. Call 476-5222 for more information.

Personal Safety, Rape & Assault Prevention Presentations. By appointment to campus departments & employees in the workplace.

Support Group for Rape Survivors. Heal from the trauma of sexual assault through open dialogue, sharing the experience and information. Ten consecutive weekly sessions. Intake interview required. Date and time to be arranged. $180.*

AIDS/HIV SUPPORT

Anonymous & confidential caring, support & training for people with AIDS, those who have tested HIV positive & others affected by the epidemic. Sponsored by UCSF AIDS Health Project, unless otherwise noted. Call 476-6430 for administrative office. Call client services at 476-3902 to schedule required intake interviews for groups (except drop-in group).*

Individual Risk Assessment & Referrals. By appointment.

Facilitated Ongoing Groups. For persons with HIV/AIDS and for caregivers, including a group for women caregivers.

Facilitated Time-Limited Groups. For HIV- gay and bisexual men, for HIV+ asymptomatic persons and for HIV+ heterosexual African-American men.

Monday Night Drop-In Group for HIV+/PWA. Call 476-3902 for location.

Drop-in Support Group for Women Living with HIV/AIDS: Meets every Monday. Free child care and beverages provided. Sponsored by Woman & Children Specialty Program. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

July 22-Aug. 25, 1995

REGULAR MEETINGS & ONGOING SUPPORT GROUPS

MONDAYS

DROP-IN SUPPORT GROUP FOR WOMEN LIVING WITH HIV/AIDS: Free child care and beverages provided. A 45. 11 a.m.-1 p.m. Call 476-2417 or 476-7795.*

HEALTH PROFESSIONALS IN RECOVERY: For physicians, nurses, dentists, pharmacists, PhDs and others. Anonymous meeting with 12-step emphasis. Meets monthly.11:30 a.m.-12:30 p.m. Call 476-2004.

UCSF STAFF COUNCIL MEETING: Second Monday of the month. Noon-2 p.m. Call 476-5756.

FRIENDS OF LOIS AL-ANON MEETING: Closed meeting: for friends & families of alcoholics only. Conf. Rm. A, 3rd fl., MCB. Noon. Call 626-5633.*

T'AI CHI CLASSES: Mondays and Wednesdays. UCSF/Mount Zion Cancer Cntr. Garden, 2356 Sutter. Noon.

COLORECTAL CANCER SUPPORT GROUP: Second and fourth Mondays of the month. Reservations must be made at 929-7114. No drop-ins allowed. UCSF/Mount Zion Cancer Center, 2356 Sutter. 6:30 p.m.*

UCSF AIDS HEALTH PROJECT MEDITATION & SELF-HYPNOSIS WORKSHOP: Weekly discussion group for anyone dealing with HIV or AIDS in themselves or others. Gazebo Rm., Davies Med. Cntr. 7-9 p.m. Call 476-3902.*

TUESDAYS

SFGH CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF/SFGH. Meets monthly at noon. Call 476-5222.

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. A 222, LPPI. 10 a.m.-noon. Help-line at 759-7923 provided daily, 7 a.m.-10 p.m.*

CAMPUS AMNESTY INTERNATIONAL MEETING: First Tuesday of the month. MU 111W. Noon-1 p.m. Call 566-8406.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at MCB. Noon. Call 476-6761.*

PARKINSON'S DISEASE EDUCATION & SUPPORT GROUP: For people with Parkinson's & their caregivers. Third Tuesday of the month. Christ Church, Lutheran, 1090 Quintara (at 20th Ave.). 2-4 p.m. Call 476-9276.*

BREAST CANCER SUPPORT GROUP: For women diagnosed or being treated at UCSF/Mount Zion or UCSF/Parnassus. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5:30-7 p.m. Pre-registration necessary. Call 885-3693 or 388-3742.*

NURSES' PAIN ASSOCIATION MEETING. Second Tuesday of the month. C 254. 5:30-7:30 p.m.*

BRAIN TUMOR SUPPORT GROUP: First Tuesday of the month. S 758. 7:30-9 p.m. Call 284-0208.*

WEDNESDAYS

GAY, LESBIAN, BISEXUAL ASSOCIATION AT UCSF MEETING: Second Wednesday of the month. Members of the Chancellor's Committee on Gay, Lesbian & Bisexual Issues will be present. Call 282-9650 for more information.

SUPPORT GROUP FOR FAMILY/FRIENDS OF THOSE WITH MENTAL ILLNESS: Open to anyone interested in learning more about psychiatric disorders & their treatments. Call Laura Deering-Mayclin at 476-7394.*

LATIN AMERICAN CAMPUS ASSOCIATION MEETING: Second Wednesday of each month. HSW 508. Noon. Call Lucia DeLeon at 476-2010.

LATIN WOMEN COALITION: For Latina faculty, staff & students. Noon-1 p.m. Call Betty Jerez at 476-7117.*

PARNASSUS AL-ANON MEETING: For friends & families of alcoholics. Observers welcome. C 417. Noon-1 p.m. Call 626-5633.*

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. Conf. Rm. 3, 1st fl., MCB. 12:05 p.m. Call 621-1326.*

MULTIPLE HELPERS OUTREACH NETWORK SUPPORT GROUP: For victims & survivors of violent trauma. Ages 15 & over. Two locations & times: A 222, LPPI, 1-3 p.m., and N 517, 7-10 p.m. Help-line also provided daily, 7 a.m.-10 p.m. at 759-7923.*

DIRECTIONS: For women newly diagnosed with breast cancer. UCSF/Mount Zion Cancer Cntr., 2nd. fl., 2356 Sutter (near Divisadero). 5-6:30 p.m. Pre-registration necessary. Call 885-3693 or 885-7498.*

EATING DISORDERS SUPPORT GROUP: Open to anyone dealing with an eating disorder in themselves or others. M 688. 7-8:30 p.m. Call 332-3425.*

CO-DEPENDENTS ANONYMOUS MEETING: A twelve-step program for people who have dysfunctional relationships. LPPI A119. 8-9:30 p.m. Call 432-3529.*

THURSDAYS

AWAKE MEETING: AWAKE (alert, well and keeping energetic) is a support and education group for people with sleep apnea and their families. Third Thursday of each month. Bring CPAP equipment for check-up. Call 885-7886.*

LESBIAN LUNCH GROUP: Monthly on Thursdays. Call 476-8410.*

UCSF GOSPEL CHOIR REHEARSAL: Weekly rehearsals at Parnassus. Noon. Call 476-6761.*

HEAD & NECK CANCER SURGERY SUPPORT GROUPS: Separate groups for patients and patients' families meet simultaneously on the second and fourth Thursdays of each month. UCSF/Mount Zion Cancer Cntr., 2356 Sutter, 2nd fl., near Divisadero. 1-2 p.m. Call 885-7623.*

PARNASSUS PLAYERS: UCSF's theater group meets regularly. (See item in Fun Zone on page 6 for performance information.) Call 476-6761 or 476-9012 (day) and 821-5701 (evening).*

SUPPORT GROUP FOR WOMEN LIVING WITH LIFE-ALTERING ILLNESS: Alternate Thursdays. 6-8 p.m. Call 775-2854 to preregister.*

FRIDAYS

CIRCLE OF SISTERS: Networking forum for black women working & studying at UCSF. Second & third Fridays. Noon-1 p.m. C 254. Call 476-0589.

ALCOHOLICS ANONYMOUS MEETING: Closed meeting: alcoholics only. C 417. 12:10-1 p.m. Call 621-1326.*

LAKESIDE SENIOR MEDICAL CENTER CAREGIVER SUPPORT GROUP: First Friday of each month. $10 per meeting. 2501 Ocean Ave. at Junipero Serra. 2-4 p.m. Call Edith Kaplan at 986-2305.*

For information on 12-step and support groups (other than AA and Al-Anon), call the Mental Health Association of San Francisco at 921-4044.*

CRIME PREVENTION

Presented by UCSF Police Department Crime Prevention Program. Call 476-5683 for information & reservations.

Crime Prevention Presentations. By appointment to campus departments & employees in the workplace.

Tear Gas Class. Department of Justice certified. Pre-registration required.*

HELP ELIMINATE SCHEDULING CONFLICTS

In order to help the campus avoid conflicts in scheduling important events, Public Affairs has a computerized calendar. It is suggested that faculty, students & staff call 476-3257 when they are planning an event to find out what may have been scheduled for that date. Please note that in order to reserve campus conference rooms & auditoriums, it is still necessary to call Millberry Union at 476-2571, Room Reservations at 476-4436, Faculty/Alumni House at 476-4723, Laurel Heights at 476-8100 or the individual school or department.

BREAST CANCER SCREENING SCHEDULE

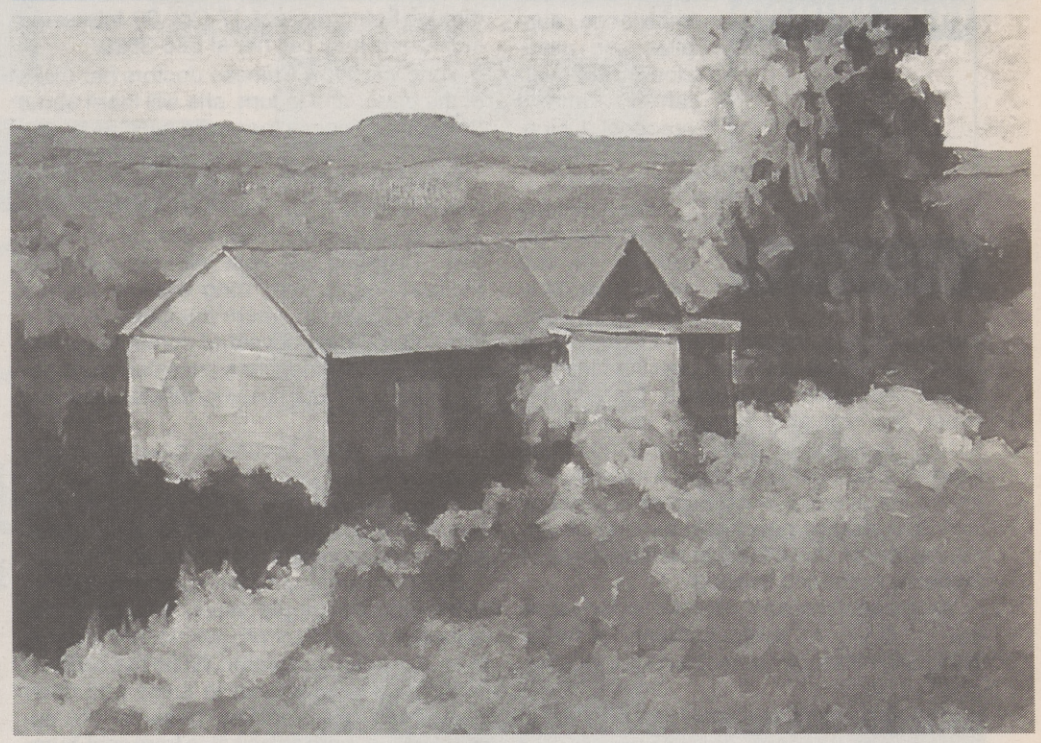
Women can have low-cost mammograms — X-rays to screen for breast cancer — from a mobile van that travels to convenient locations in the Bay Area.

Women need the approval of their physician to have the mammogram, in addition to their doctor's full name, address (including room number & zip) and phone number to assure that results are mailed promptly. The procedure takes approximately 20 minutes and costs $65. To make an appointment call 476-2193 between 9 a.m. and 3 p.m.*

Because the service has become so popular and appointments are filled by the time this calendar is published, we list only dates when the van will be at UCSF locations:

- Fri., Aug. 4: UCSF/Parnassus at Medical Center Way.
- Fri., Sept. 1: UCSF/Parnassus at Medical Center Way.

Upcoming Events



Jack Beck shows "The Color of Landscape"

The UCSF Faculty/Alumni House exhibits paintings by Jack Beck through Thursday, Aug. 31. A Sausalito artist, Beck works in oils and acrylics. Located at 745 Parnassus Ave., the Faculty/Alumni House presents works by different artists every three months.

Healing and Judaism

Rabbi Jeffery Silberman, director of the Jewish Community Chaplaincy at the Bay Area Jewish Healing Center, will discuss the impact of spirituality on healing on Tuesday, July 25, from 5:15 to 6:30 p.m., at Herbst Hall, UCSF/Mount Zion.

Sponsored by the Maimonides Society of the Jewish Community Federation and the Bay Area Jewish Healing Center, the free event will include refreshments. For more information, call Lisa Selig at the Jewish Community Federation at 777-0411.

Outdoors Unlimited hosts orientation

The campus community is invited to become acquainted with Outdoors Unlimited on Tuesday, July 25, at 7:30 p.m. in the OU Center.

OU is a cooperative center for outdoor adventure and recreation, which provides tools as well as training with the help of its volunteer staff. Part of Millberry Programs and Services, OU serves both the campus and the public. For more information, call 476-2078.

How to manage stress

Improve your ability to cope by learning how to manage your response to stress at a workshop on Wednesday, July 26, from 6 to 9 p.m. at the Millberry Fitness Center.

Participants will learn a variety of practices that promote a sense of calm well-being and how to handle difficult situations. For fee information and registration, call 476-1115. The workshop is sponsored by the UCSF Medical Group and Health Net.

How and why we age

Leonard Hayflick, professor of anatomy and cell biology, tells the truth about aging at a free brown bag lecture slated for Wednesday, Aug. 2, from noon to 1 p.m., in room HSW 300.

Author of the book, "How and Why We Age," Hayflick will share the latest in aging research in the lecture sponsored by UCSF Public Service Programs. For more information, call 476-4394.

Clean up day at Lucia Child Care Center

Staff and students are encouraged to take part in a clean up effort at the Lucia Child Care Center on Parnassus on Saturday, Aug. 12, from 10 a.m. to 4 p.m.

The center needs to be painted and fixtures and equipment need to be repaired. Other opportunities to help the center are to donate old, working Apple computers, printers, children's software, tape recorders, cameras, etc. For more information, call Byron Sigal at 476-1616.

Self defense for women

The UCSF Rape Prevention Education Program presents a self defense class for women on Saturday, Aug. 12, from 10:30 a.m. to 5:30 p.m., at the Millberry Fitness Center.

This class will focus on street-wise personal safety, basic defense and escape methods. Nina Haft, a certified self-defense teacher and rape crisis counselor also will share strategies for confronting weapons. Pre-registration is required by calling 476-5222. Cost for the class is $65.

Fitness for seniors

Beverly Mack, a dietitian at UCSF/Mount Zion, will discuss how to implement a fitness program to help older adults maintain an active independent lifestyle.

Sponsored by the UCSF Medical Group, the free lecture will be held Monday, Aug. 14, from 10 to 11 a.m. in Herbst Hall, UCSF/Mount Zion. For more information, call 476-0373.

How to keep exercising

Karen Britz, program manager of the UCSF Millberry Fitness Center, presents "Fit Talk: How to Start Exercising and Stick With it," on Thursday, Aug. 17, from 5:30 to 6:30 p.m. at Toland Hall.

The lecture is part of the Understanding Women's Health series sponsored by the UCSF Women's Health Access (WHA). WHA is designed to provide women access to a multidisciplinary approach to health care. For more information, call WHA at 476-9293.

Computers: "Managed care or virtual chaos?"

Ron Schumacher, chief information officer for the clinical enterprise, will talk about "Managed Care or Virtual Chaos ... Will Computers Decide?" on Wednesday, Aug. 23, from noon to 1 p.m., in HSW 300.

Sponsored by Public Service Programs, this brown bag lecture will explain how the clinical enterprise intends to use information systems to help meet competitive demands. For more information, call 476-4394.

Stop smoking program

Quit smoking with group support and the help of a trained clinic leader in a three-week, six-session program offered every other month by the American Cancer Society.

The sessions are held from 6 to 8 p.m. at 235 Montgomery St. The program is co-sponsored by the UCSF Medical Group and Health Net. For fee information and registration, call 394-7100.

Pediatrician to spread goodwill in China

By LISA CISNEROS

US relations with China have been strained lately, but that's not stopping UCSF pediatrician Caroline Yong from spreading some goodwill there.

An assistant clinical professor, Yong, a native of Hong Kong, is preparing to take her healing talents to Sichuan, China's most populated province, in September. She and other colleagues from UCSF will share knowledge, supplies and medicine in impoverished inland areas of China, where disease runs rampant.

UCSF AROUND THE WORLD

After a decade of rapid economic growth in the move from communism to capitalism, China's inflation rate increased by more than 20 percent last year and income hasn't kept pace. As a result, the gap between the rich and the poor continues to widen. For example, green fees at the Bejing Country Club cost $50, about a month's salary for the average worker. Even physicians pick up a skimpy paycheck, earning an annual salary of about $300 in remote areas of Sichuan, according to Yong.

Yong and company will take a two-week trip to Ya'an, in south Sichuan. A multidisciplinary team of volunteers, including physicians, surgeons, dentists and nurses, are participating in the outreach arranged by Medical Services International, an organization that promotes cultural exchange.

"We want to build a working relationship with the Chinese," says Yong. "We plan to make follow-up visits for medical and educational exchange."

Yong invites members of the UCSF community to join her sojourn slated for Friday through Saturday Sept. 17-Oct. 30. Interested individuals may call her at 566-3620.

Yong will show Chinese doctors her tricks of the trade; and in turn, she will learn about traditional Chinese therapies such as herbal medicine, massage and acupuncture.

Raised in New York, where she majored in Asian studies at Barnard College, Yong is a 1986 graduate of UCSF's School of Medicine. Traveling last year with the Christian Medical Association, Yong went to Yibin, a village of Sichuan where the Chinese live a simple existence devoid of common conveniences most Americans consider basic necessities, such as flushing toilets, cars and electricity.

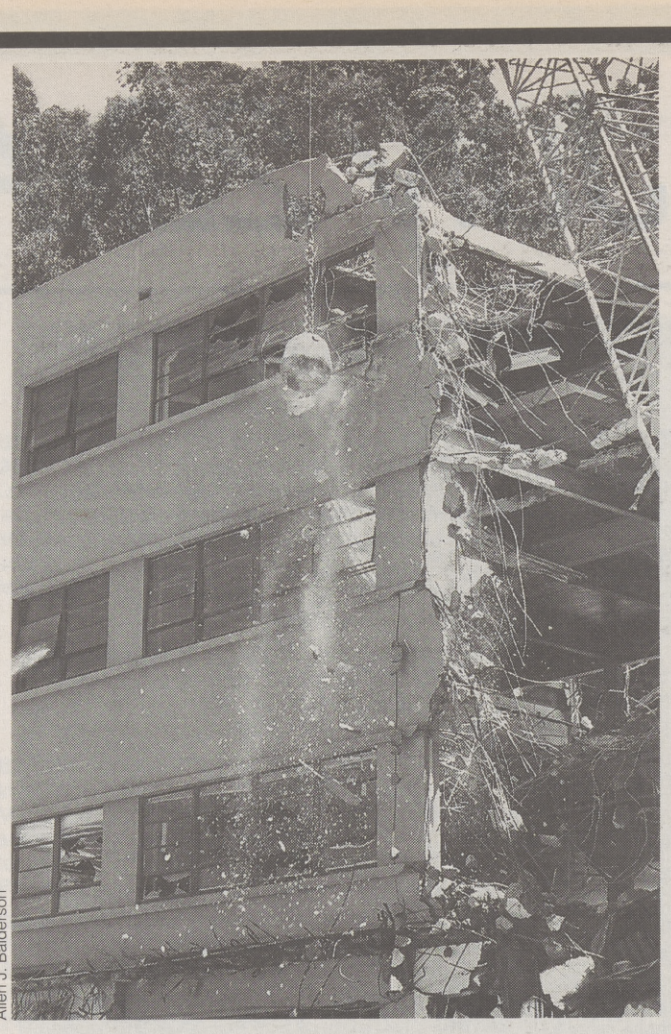
That two-week excursion gave her a new purpose to her profession, one outside her private practice in the UCSF Medical Group. Examining and treating hundreds of needy children encouraged her to do more for them.

Besides seeing a higher number of malnutrition and pneumonia cases, Yong says Chinese children suffer from gall bladder disease from contaminated water. While the children are subject to these and other evironmental hazards like severe air pollution from coal-burning, Yong finds them generally to be more outgoing than their American peers. Chinese children are more comfortable around strangers given the culture and crowded living conditions, she says.

While some hospitals in China lack the resources available in the US, Yong was impressed with the technology and care Chinese physicians provide.

Although she admits China has a long way to go to protect human rights, Yong believes the 1989 Tianneman Square incident was a historic turning point from tradition. "You have to be sensitive," Yong says. "You have to respect their politics."

Yong with Chinese and American colleagues in China.



Allen J. Balderson

Watch the bouncing ball

A demolition crew razes the old Laundry Storehouse located behind Moffitt/Long Hospital on Parnassus. Next steps in the two-year project include excavating the entire foundation of the storehouse. After that, the site will be clear to begin construction on the new, more powerful and energy-efficient power plant to replace the existing one. Patients, visitors and employees have been notified about the project and the importance of safety measures including keeping windows and doors closed to keep dust from flowing into the Medical Center, where it could harm those whose immune systems are suppressed from disease or therapy. For more information on the project, call the hotline number 502-7287. For more information on infection control, call 476-5793.

Group seeks victims of elder abuse

If you or someone you know has been the victim of elder abuse, the San Francisco Consortium for Elder Abuse Prevention would like to hear from you.

The Consortium has received a grant from the Department of Health and Human Services to design services for older women who have been abused. As a first step, the staff would like to gather information and conduct focus groups to explore the best way to help them.

Abuse is a pattern of behavior that takes many forms including physical and psychological mistreatment and financial exploitation. The Consortium will develop outreach materials and design services to provide the most useful programs for victims of elder abuse. All information, including names, will be kept confidential.

The project has the support of the San Francisco Elder Abuse Reporting Task Force. The SF Consortium for Elder Abuse Prevention is part of the Mount Zion Institute on Aging, which is affiliated with the UCSF/Mount Zion Center on Aging.

For more information on this project, call Cynthia Alexis at the Consortium at 750-4188.

Replace stolen property cheaper

Campus Risk Management is currently accepting applications for the 1995-96 "buy down" program to lower the deductible for University property lost by theft.

Through the payment of a modest premium, departments can lower the theft deductible by as much as $4,000 per occurrence. In the past year, there was an increased number of equipment losses, particularly with powerbook-size computers. Participation in the "buy-down" program ensures that stolen items will be replaced with a lower department deductible.

Information and application forms are being mailed to more than 600 administrators on campus. For more information or to receive an application, call Campus Risk Management at 476-2498.

Funds available from ACRC, CFAR

Funds are available from the UCSF AIDS Clinical Research Center (ACRC) and the UCSF Center for AIDS Research (CFAR). Preference will be given to HIV/AIDS pilot studies. Applicants should submit studies in basic science, epidemiology, behavioral science, as well as clinical trials. Deadline for the next funding cycle is Friday, Sept. 1.

The ACRC reminds predoctoral students that they also are eligible to apply for ACRC grants. For more information and applications, call Layne Ethington at 476-8857.

New vendor for business cards

A new vendor, Relief Printing, was awarded a one-year contract to provide all business card printing services to UCSF.

There are two order forms: one exclusively for Mount Zion and the other for the rest of UCSF. For a copy of the contract and/or order forms, call DeeAnn Planka in Purchasing at 502-3077.

Fun Zone

Join the campus chorus

Under the auspices of the San Francisco Choral Society, the UCSF Community Chorus performs three to four times a year. Rehearsals are held Tuesday nights at Cole Hall Auditorium. All UCSF students, employees and community members are welcome. For more information, call Alan at 221-5590.

See Parnassus Players

Parnassus Players, UCSF's theater group, presents two short plays, "Icarus's Mother" and "Red Cross" by Sam Shepard. The first depicts a Fourth of July barbecue gone awry, while the latter shows an unnerving tug-of-war in a remote cabin. Directed by Joshua Switzer, performances are Thursday through Saturday, August 3-5, at 8 p.m. at Toland Hall. Admission is $2 general; $1 for students.

Parnassus Players are holding auditions the week of August 14 for the next show, scheduled to be performed in October. Call 476-9012 for more information.

Drop-in dance classes

Looking for a way to add some sizzle to your exercise routine? The Millberry Fitness Center offers classes in Brazilian/Caribbean, ballet, modern or jazz dance. Classes are open to all UCSF employees and the public. For more information, call 476-1115.

Raft on the American

Take part in a weekend of excitement and history rafting California's white water run among the hills and gorges of the Mother Lode country. Dates for the trip are Aug. 12 and 13. A pre-trip meeting is set for Monday, Aug. 7, at 7 p.m. in the Outdoors Unlimited Center. Fees vary. Registration for the trip begins Tuesday, July 25.

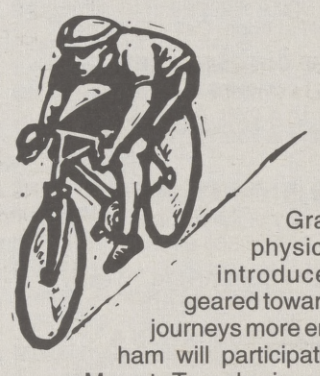
Rodin exhibit to leave library end of August

If you haven't seen the Rodin exhibit in the library, better do it soon. The 10 sculptures, which have been on loan for nearly three years from the Fine Arts Museums of San Francisco, will be removed by the end of August. The exhibit was housed in the library while seismic renovation was completed at the California Palace of the Legion of Honor, where the exhibit normally resides.

Join the carnival

Millberry Programs and Services is recruiting fortune tellers, sword swallowers, fire eaters, magicians, face painters, balloon animal makers, stilt walkers and other carnival artists for the 10th Annual Halloween Carnival to be held in Saunders Court on Tuesday, October 31, from noon to 1 p.m. Contact Karen Attix at 476-6761 to participate.

Bike ride Mount Tam



Learn how to adjust your bike to achieve optimal performance while preventing injury. June Graham, UCSF physical therapist, introduces concepts geared toward making bike journeys more enjoyable. Graham will participate in a trip to Mount Tamalpais on Thursday, Aug. 3, from 5:30 to 7:30 p.m. To register for the ride, call 476-1115.

Make an EMPACT!

EMPACT!, UCSF's Employee Activities Program, is looking for fun, energetic employees to join its volunteer family. Volunteers help plan special events on campus and meet new people. To join, call Elan at 476-2675. Another way to make an EMPACT! is to volunteer to be a publicity representative at your satellite location. Responsibilities include posting and/or distributing flyers, announcing items at staff meetings and generally spreading the word about EMPACT! activities. Call Laurie at 476-2675 to sign up.

Crime Alert

Menacing phone calls

Several UCSF employees have reported receiving threatening and annoying telephone calls on campus, according to Sgt. Stracke.

Employees are encouraged to report such calls to the UCPD Investigations Section at 476-6890. Should there be a consistent pattern of calls, a phone "trap" can be placed on the phone line to identify the caller. This service is free to individuals willing to prosecute the callers for the misdemeanor violation.

Car thieves flee scene

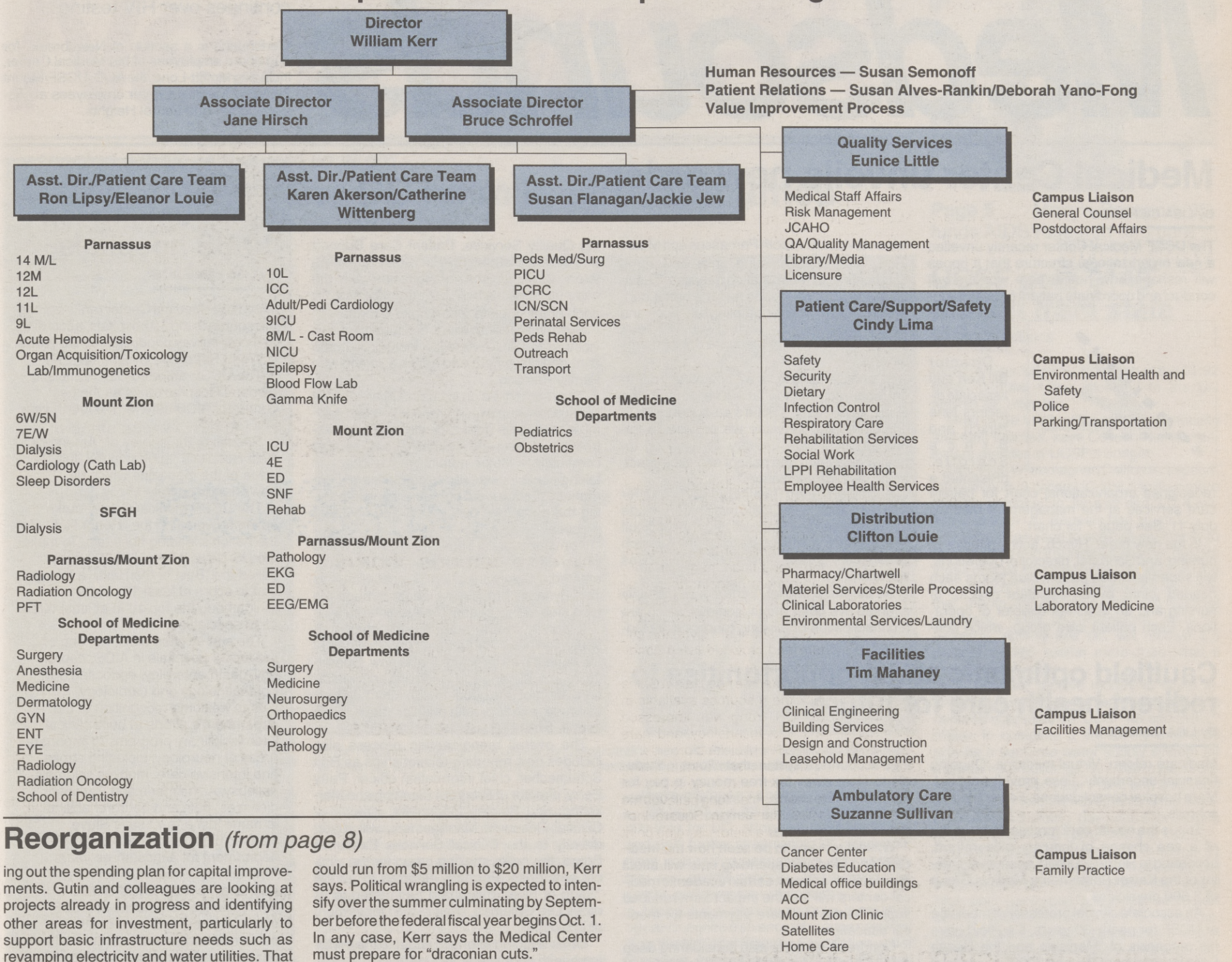
UCSF Police are looking for three suspects in relation to recent car thefts near the Aldea San Miguel student housing area, according to Sgt. Stracke.

A UCSF police officer on patrol in the area attempted to pull a vehicle over for running a stop sign on June 28 at about 12:19 a.m. Four occupants bailed out of the vehicle that they allegedly stole from the housing complex. A 13-year-old suspect was caught at the scene, while the remaining three suspects ran away. A second stolen vehicle was recovered at the location where the first vehicle had been stolen.

The Investigations Section continues to investigate the case.

Medsounds Continued

Medical Center's patient care teams/operations organizational structure



Reorganization *(from page 8)*

ing out the spending plan for capital improvements. Gutin and colleagues are looking at projects already in progress and identifying other areas for investment, particularly to support basic infrastructure needs such as revamping electricity and water utilities. That committee is expected to finalize its recommendations by summer's end.

Budget update

While the Medical Center's restructuring efforts provide an opportunity for it to shape its own destiny, it likely won't be enough to end its fiscal woes. The Medical Center must overhaul its operations in an atmosphere of financial uncertainty both locally and nationally.

On the local level, the Medical Center is responding to a request for bids from Blue Cross to submit one price for all services rendered to its beneficiaries whether in HMO, PPO or indemnity plans.

"The challenge for us crafting a single number is substantial," Kerr says. "Clearly, we have many more indemnity cases, a reflection of our tertiary care services." About 20 percent of Blue Cross patients are referred from other hospitals to UCSF with conditions more expensive to treat. If UCSF's bid is deemed too expensive by Blue Cross, the Medical Center stands to lose between $5 million and $10 million, Kerr says.

On the national front, debate on Capitol Hill continues on how to cut spending for Medicare, Medicaid and the National Institutes of Health. Reductions in Medicare funding alone could run from $5 million to $20 million, Kerr says. Political wrangling is expected to intensify over the summer culminating by September before the federal fiscal year begins Oct. 1. In any case, Kerr says the Medical Center must prepare for "draconian cuts."

Finishing this fiscal year with a bottom line of about $1 million, the Medical Center's $437 million operating budget could end 1995-96 with a huge deficit if current projections hold true. Although substantial savings can be achieved by the combined special efforts of restructuring, reorganizing and reducing department and campus expenses, the Medical Center still could wind up $4 million in the red, Kerr says.

"My vision for the future is still a very positive one for UCSF."

— Bill Kerr, director, Medical Center

"It's bleak but we're not alone," he says, adding that competition will remain stiff as long as there is excess capacity and a surplus of providers making it a buyer's market.

Still, with all the challenges looming ahead, Kerr remains upbeat. "My vision for the future is still a very positive one for UCSF. We're doing everything that's reasonable in light of this volatile environment."

2000 *(from page 8)*

new technology.

Of course, following the last rule is easier said than done, as the costs for keeping pace in the information age are astronomical. For example, Kaiser will invest some $1 billion to upgrade its information systems over the next five years, he says. New high-tech tools, already being used in some places, will radically alter the practice of medicine, while personal computers will give a new meaning to home health care as patients become increasingly self reliant.

It's imperative, Caulfield says, to prepare for the aging population, and the increased cost of treating it; and to fight the spread of disease, especially AIDS and substance abuse.

Caulfield threw out several questions for which he had no answers: Who is going to control health care providers for profit or not-for-profit insurance companies? Are hospital stays going to be mandated by the government, controlled by insurance companies or decided by those who are practicing medicine with their patients? "Your guesses are as good as mine on how all of that will be played out," he says.

Best hospitals *(from page 8)*

board-certified physicians in each of the 16 specialties. NORC asked the physicians to name the five hospitals they consider the best from among the nation's 1,631 tertiary care centers without taking location or expense into account.

To determine rankings, *US News* relied on a mathematical model which combines three years of its reputational surveys and two years of death-rate statistics with up to nine categories of information related to quality, such as the ratio of registered nurses to beds. The methodology was refined this year to use data even more specific to each specialty.

Also finishing in the top 10 overall hospitals in order of Honor Roll ranking are: Johns Hopkins Hospital, Baltimore; Mayo Clinic, Rochester, Minn.; Massachusetts General Hospital, Boston; UCLA Medical Center, Los Angeles; Duke University Medical Center, Durham, N.C.; Cleveland Clinic; Brigham & Women's Hospital, Boston; University of Texas M.D. Anderson Cancer Center, Houston; and Barnes Hospital, St. Louis.

The UCSF Medical Center ranks seventh overall on the "Honor Roll" of the nation's leading hospitals.

Q & A *(from page 8)*

A: OB/GYN has adapted well to the managed care environment. Obstetricians have long been used to offering a package price for prenatal care, labor and delivery. While the dollars available for this package have decreased, the impact has not been as great as it has been in other medical specialties. Nonetheless, there has been substantial negative impact on practice incomes for obstetrician/gynecologists in the community, again reflecting an oversupply of providers. Many practitioners have seen a 20 to 30 percent decline in income.

Q: Recent research has sparked concerns that shorter hospital stays after childbirth may be endangering newborns. Proposed legislation would require insurers to provide minimum inpatient coverage. What's your opinion?

A: My personal belief is that mothers and their infants benefit from a 24-hour hospital stay after delivery. The criticisms of early discharge have largely been related to a delay in diagnosis and treatment of hyperbilirubinemia. It is my view that a system utilizing home nursing visits on the first several days of life following discharge would be a far more cost-effective methodology for detecting and assuring prompt treatment and/or readmission of the occasional infant or mother with complications. The majority of Caesarean section patients should be discharged 48 to 72 hours after their delivery.

Q: How do you think R&D for new treatments such as gene therapy should be financially supported?

A: This raises the question of societal support for research, teaching and medical education. As the system evolves, it is my view that the government and the private insurance industry must jointly shoulder the responsibility for the costs of all three of these important activities.

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UCSF Medsounds

Page 1 ... Affirmative action showdown at UCSF

Page 1 ... Tobacco industry papers reveal old secrets

Page 3 ... Controversy continues over HIV testing

Medsounds is a section of Newsbreak for and about employees of the Medical Center, including Moffitt-Long, the ACC, UCSF/Mount Zion and Medical Center employees at Mission Center and Laurel Heights.

Medical Center unveils new order

By LISA CISNEROS

The UCSF Medical Center recently unveiled a new organizational structure that it hopes will reshape how health care workers will conduct and coordinate patient care and support services in the future.

Director Bill Kerr and associate directors Jane Hirsch and Bruce Schroffel presented a redesigned organizational chart for patient care services at the management meeting July 11. See page 7 for chart.

In the new order, Hirsch, acting director of nursing, and Schroffel, director of operations, will supervise three patient care teams each headed jointly by an assistant director of nursing and an assistant director of operations. Each patient care group, which contains services from both Parnassus and Mount Zion, will include nursing units and some diagnostic and rehabilitation services. These alliances are expected to foster a better continuum of care while streamling functions and reducing expenses. Each group will work closely with School of Medicine departments as well.

"It's challenging to take a completely different approach than what we've done in the past," says Hirsch. "But it's an opportunity to coordinate the services we provide to improve patient care delivery. By working together as a team, the patient can experience much less fragmentation."

A design team facilitated by Jennifer Dickman and David Odato, which will include managers and line staff, will begin the difficult task of defining four job descriptions for each patient care group. Team-building exercises will follow.

As the chart shows, Schroffel will directly oversee five other areas, some of which are a consolidation of existing functions, including Quality Services, Patient Care Support and Safety, Distribution, Facilities and Ambulatory Care. Liaison relationships with the campus services will be strengthened for each of these units reporting to Schroffel.

Suzanne Sullivan will direct outpatient services in the ACC, satellite locations, home care and elsewhere and act as a liaison with Family Practice.

The reorganization is based on an internal consulting team's recommendations to maximize resources both clinically and administratively to help the clinical enterprise stay competitive. Major administrative changes taking place include redesigning finance operations around work processes and improving the purchase, distribution and payment process.

Administrators are now prioritizing how and when other parts of the plan will be implemented. "Communication is critical in this very dynamic process as we go through the next step in this change," says Schroffel.

It is important to note that the chart presented on page 7 represents only that part of the patient care structure that is new. Operating rooms, nursing education and administration are not included in the chart largely because existing relationships have been kept in tact.

The overall reengineering process also includes new reporting relationships as Ron Schumacher, chief information officer; Patty Perry, director of Program Planning and Marketing; and Stanley Lindenfeld, director of Clinical Resource Management, will report directly to the Clinical Services Executive Board, the policy-making group for the clinical enterprise. Formerly referred to as the "Gang of Five," this board has added to its ranks Lee Goldman, chair of the Department of Medicine.

Other ongoing efforts to adapt to the evolving health care scene include:

♦ Pursuing partnerships with other major players, including Sutter Health, Catholic Health Care West and California Pacific Medical Center. Negotiations with these and other providers are intended to give UCSF greater access to the broad-based patient population it needs to carry on its missions.

♦ Exploring the feasibility of closer clinical and fiscal connections among the Medical Center, physicians through the Clinical Practice Organization and the School of Medicine. Steve Hauser, chair of the neurology department, is leading a group to rethink the traditional health care delivery system to design a more integrated one. Hauser hopes to have a preliminary proposal to campus officials by September.

♦ Planning a capital improvements budget. Philip Gutin, neurosurgeon and radiation oncologist, is heading a committee hammer-

(See **REORGANIZATION** on page 7)

Caulfield optimistic about opportunities to redirect health care for future

By LISA CISNEROS

Medicare reform. Virtual medicine. Ongoing financial uncertainty. Less provider control. More hospital consolidations. Fewer medical schools.

This is the health care forecast in the wake of a sea change of industry-wide reform, according to Harry Caulfield, executive director of the Kaiser Permanente Medical Group of 3,600 physicians.

An associate clinical professor of medicine at UCSF for nearly 30 years, Caulfield gave his prognosis of "Medicine and the Health Care Environment Beyond 2000" in a special lecture held recently on the Parnassus campus. Despite delivering a somewhat dour message to a standing-room-only crowd, Caulfield concluded, "Be optimistic. ... This is a once-in-a-professional lifetime opportunity to redirect health care in this country, and I have no doubt that we're up to doing it.'"

As payers push on in their relentless pursuit for cheaper medical care and Congressional leaders continue their cost-cutting fervor to balance the federal budget, fiscal constraints in health care, particularly for academic medical centers, are here to stay, Caulfield says.

The current momentum to reduce national expenses is creating a great urgency to overhaul the ailing Medicare system, that if untreated, will go belly up in 2002. Caulfield predicts a Medicare Reform Act will be passed in 1997, a year after the next presidential election. He says every health care bill presented by Republicans includes medical savings accounts, a system that allows individuals to store away tax-free money to pay for medical emergencies. An issue in the debate is whether to finance defined benefits or defined contributions.

While it remains to be seen how the Medicare and Medicaid spending cuts will affect the elderly, it's almost certain academic medical centers will feel the impact from reduced supplemental Medicare payments for medical education.

Congress, which is also considering deep cuts in funding for the National Institutes of Health, will make financing research all the more difficult, he says. The US may have too many researchers conducting too many projects from the standpoint of the economy's ability to pay for them. Indeed, the oversupply of all health care workers could lead to consolidation of medical schools, Caulfield says.

The upside to this financial uncertainty is that more funding will likely come from the private sector, he adds. The downside, besides lower revenues for hospitals and smaller salaries for practitioners, is health care workers will have less autonomy and control over their daily activities, he says.

Caulfield suggests that academic medical centers, feeling the financial blow of discounted fees for services in the shift to managed care and bracing for cuts in federal financial support, should follow the rules of a competitive big business, including rewarding risk-taking, offering value and investing in

(See **2000** on page 7)

Medical Center ranks among top 10 US hospitals

By LISA CISNEROS

The UCSF Medical Center ranks among the country's top 10 hospitals, according to a new survey conducted by US News & World Report.

The UCSF-affiliated San Francisco General Hospital ranks as the best center for AIDS care for the fourth year in a row.

Results of the survey of "America's Best Hospitals" appear in the July 24 issue of the magazine which hit newsstands on July 17.

The UCSF Medical Center ranks seventh overall on the "Honor Roll" of the nation's leading hospitals. To make the US News' Honor Roll, formerly called the "Best of the Best," a hospital had to score at least 10 points and rank among the top 10 in at least three of 16 specialties.

The survey cites UCSF as one of the top 10 hospitals in AIDS, neurology, gastroenterolgy, endocrinology, ophthalmology and cardiology.

"It is welcome recognition of the department's efforts to build clinical interdisciplinary programs in important areas of neurology, including stroke and intensive care, multiple sclerosis, epilepsy, Alzheimer's and Parkinson's diseases, pain and neurorehabilitation, to name just a few," says Steve Hauser, chair of the neurology department for almost three years. "The survey recognizes not only neurology, but the entire clinical neuroscience community at UCSF — especially neurosurgery, radiology, pediatrics and anesthesia, as well as our outstanding nursing services that contribute to superb patient care. We also benefit from a unique basic science community that has contributed so much to our understanding of neurologic disease."

UCSF ranks among the top 20 elite centers in cancer, urology, geriatrics, gynecology, otalaryngology, pediatrics and rheumatology.

US News conducted the survey to objectively assess hospital care for 12 specialties, ranging from AIDS to urology, in conjunction with the National Opinion Research Center (NORC) at the University of Chicago. A reputational survey of physicians was used to assess rankings in four other specialties: pediatrics, psychiatry, ophthalmology and rehabilitation. NORC sent confidential questionnaires to a random cross-section of 2,400

(See **BEST HOSPITALS** on page 7)

Laros, Medical Group respond to health care challenges

Russell K. Laros Jr. is chair of the board of directors of the UCSF Medical Group and vice chair and professor of the Department of Obstetrics/Gynecology and Reproductive Sciences. Formed in 1986 in response to the evolving managed care market, the Medical Group has grown rapidly and now includes some 975 faculty physicians. In his 23-year career at UCSF, Laros has served on several committees, including those of the American Association of Medical Colleges and the UCSF Medical Center.

Q: Should government regulate health care reform or should it be driven by free market forces?

A: I personally continue to favor a free market approach to health care rather than restrictive government regulations. In my view, a moderately regulated approach modeled after the regulation of public utilities would be an excellent compromise.

Q: Is universal health care coverage for all US citizens achievable?

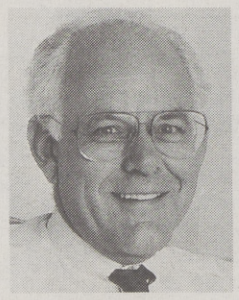
A: I believe that we should continue to seek universal health coverage for all US citizens.

Q: How is the UCSF Medical Group giving its members a better chance to survive in the market?

A: The UCSF Medical Group has an aggressive plan for packaging and marketing tertiary care services. Implementation of this strategy is under the direction of Dr. Charles Wilson and is progressing nicely. The plan is designed to assure a continued flow of tertiary care patients to our institution. The Medical Group also has a primary care initiative.

Q: How is the Medical Group working to adapt to primary care?

A: The Medical Group has a strategy aimed at ultimately capturing a population of approximately 100,000 lives which "belong to us." Most of this population would live in San Francisco and northern San Mateo county. Our efforts at providing a user-friendly interface with our patients include our satellite offices in Daly City and Lakeshore Plaza, the two new medical office buildings on the Mount Zion site, the new Integrated Practice Office on the Plaza level of the Ambulatory Care Center, and the Women's Health Access program. We are committed to providing superb primary care services to the citizens of San Francisco through all these initiatives.



Laros

Q: How has physician incomes been affected by managed care pricing?

A: Physicians' incomes have been adversely affected by the totality of the current climate of medical economics. We have too many physicians, particularly too many specialists, and too many hospital beds. All payers are limiting the number of dollars being put into the system. It doesn't take much mathematical expertise to realize that both physicians and hospitals can anticipate less income. This squeeze on the income stream will continue as long as we have excess capacity.

Q: How has your ob/gyn practice adapted to managed care?

(See **Q&A** on page 7)